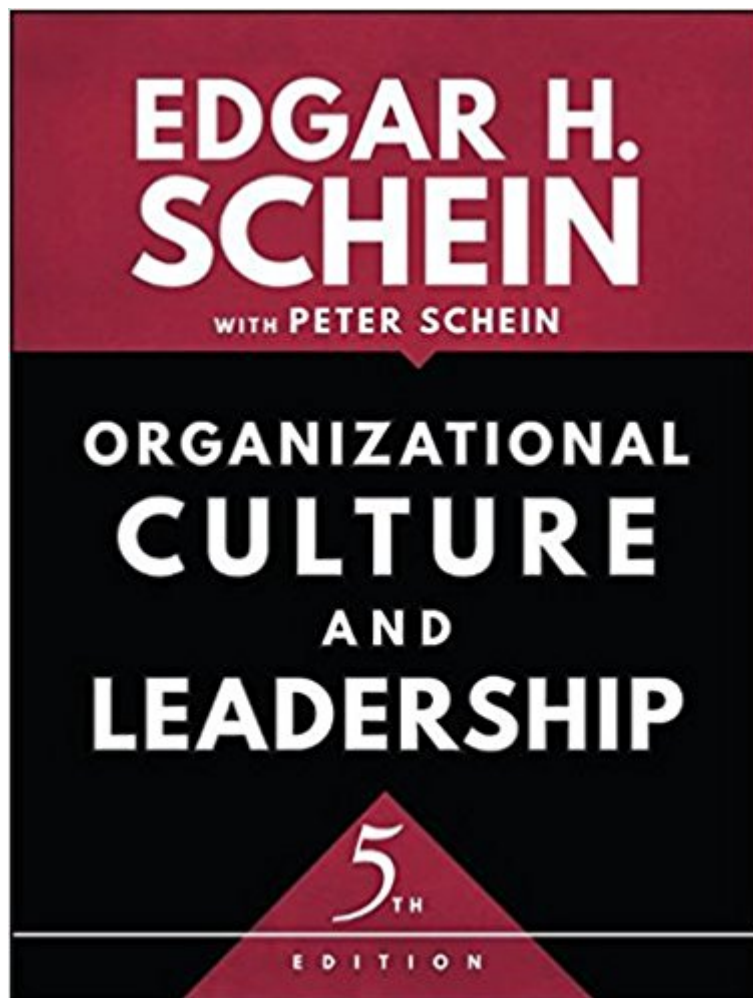




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# Organizational Culture And Leadership (The Jossey-Bass Business & Management Series)



## Synopsis

The book that defined the field, updated and expanded for today's organizations Organizational Culture and Leadership is the classic reference for managers and students seeking a deeper understanding of the inter-relationship of organizational culture dynamics and leadership.

• Author Edgar Schein is the 'father' of organizational culture, world-renowned for his expertise and research in the field; in this book, he analyzes and illustrates through cases the abstract concept of culture and shows its importance to the management of organizational change. This new fifth edition shows how culture has become a popular concept leading to a wide variety of research and implementation by various organizations and expands the focus on the role of national cultures in influencing culture dynamics, including some practical concepts for how to deal with international differences. Special emphasis is given to how the role of leadership varies with the age of the organization from founding, through mid-life to old age as the cultural issues vary at each stage. • How culture change is managed at each stage and in different types of organizations is emphasized as a central concern of leader behavior. • This landmark book is considered the defining resource in the field. Drawing on a wide range of research, this fifth edition contains 25 percent new and revised material to provide the most relevant new concepts and perspectives alongside the basic culture model that has helped to define the field. Dig into assumptions and typologies to decipher organizational culture Learn how culture begins, thrives, or dies with leadership Manage cultural change effectively and appropriately Understand the leader's role in managing disparate groups The resurgence of interest in organizational culture has spurred an awakening in research, and new information is continuously coming to light. Outdated practices are being replaced by more effective methods, and the resulting shift affects organizations everywhere. Organizational Culture and Leadership is an essential resource for scholars, consultants • and leaders seeking continuous improvement in the face of today's business realities. •

## Book Information

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## Customer Reviews

THE DEFINITIVE RESOURCE;UPDATED AND EXPANDED FOR TODAY'S LEADERS

When the first edition of *Organizational Culture and Leadership* was published more than thirty years ago, it set out to transform the abstract concept of culture into a tool to continually redefine culture and achieve organizational goals. Now, this Fifth Edition is printing into a world where everyone in an organization, from the intern to CEO, shares a common language and understanding about the importance of culture. The resurgent interest in organizational culture led author Edgar Schein to undertake the most extensive revision to date of his classic reference in order to fully present the latest research and new information relevant in today's business world. Cultural and organizational change is one of the most complex challenges facing management, but the insightful discussions from the highest authority in the field gives you an unparalleled understanding of how to lead with efficacy and confidence. You can depend on this updated edition to provide the guidance you need in the increasingly multicultural world, complete with a new case study and two additional chapters examining solutions to the difficulties of analyzing and working with such macro cultures as nations and occupations with highly evolved stable cultures. Everyone studying leadership as well as those seeking to improve their practical skillset can use this guide to: Decipher organizational culture by looking at its typologies and our own assumptions Manage cultural change by delving into how it begins, thrives, and dies with leadership Broaden established leadership skills by effectively managing disparate groups To rise above status quo leaders today, turn to the book that started it all; *Organizational Culture and Leadership*.

EDGAR H. SCHEIN is the Society of Sloan Fellows Professor of Management Emeritus and a professor emeritus at the MIT Sloan School of Management. A world-renowned expert on organizational culture credited with founding the field, he is the bestselling author of *Humble Inquiry*, *Helping*, and *Humble Consulting*.

Great book, very informative & it contains more examples & explanations than the last edition.

Quintessential book and guide to culture and leadership. I can't speak to previous editions, but this one is great!

Required for Organizational Culture class, lots of great examples of organizations that are not Netflix and Apple. Well written, easily digested.

I was a little disappointed in the authors focus of crossed organizational culture. Seems like the book contains old material, nothing really new.

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